of new inventions, in the introduction of better methods, in the organization of selling, and in all other commercial and financial aspects of industry.

Except in Soviet Russia, where industry is nationalized and the choice of workmen does not lie with a manufacturer, in handicrafts and industry alike Jews are hardly ever employed in works owned by non-Jews. Even in Jewish-owned works, they predominate only in small workshops, and not in factories. In 1921, the industrial inquiry of the I.C.A. in Poland showed that among the journeymen and apprentices employed by Jewish artisans, Jews formed 90 per cent, and in some branches even 100 per cent, while in none does the proportion drop below 70 per cent. Very different is the position in industry. The following table shows the position of Jews in the workshops and factories of the three biggest industrial towns in Poland, Warsaw, Lodz, and Bialystok. There were—

In Works.	Total Number of Workmen.	Jewish Workmen.	
		In Absolute Figures.	Percentage of the I Total Number of j
With 1-5	20,213	19,425	96-1 j
„ 6-10	7,768	6,859	88-3
„	5,614	4,021	|
„ H-20	8,485	3,520	71-6
„	10,419	2,199	,
„ 21-50			41-5
„ above	52,499	36,024	68-6 |

The higher percentage of Jews in the smaller works is also shown by the following figures

obtained at the inquiry in 1921. There were employed—

	Of every 100 Jews.	Non-Jews.
In small workshops	78-6	14-8
„ factories .	214	

The Jews prefer the patriarchical relation with the owner